

RICE & ASSOCIATES, P.C.

Attorneys and Counselors
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ROBERT C. RICE
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Robert C. Rice **ADR Services under SB1264**

Current Employer/Title – Rice & Associates, P.C. – Shareholder

Profession - Attorney, Arbitrator, Mediator

Work History - Principal, Rice & Associates, 1992-present; Adjunct Professor, South Texas College of Law, 1993-present; Vice President/General Counsel, Questco, Inc., 1991-92; Attorney, Davis & Shank (and predecessor firms) 1986-1991.

Legal Experience – Litigation representation and advice to individuals and to small, medium and large business in connection with commercial and employment disputes including complex contracts, torts, construction and employment matters. Regular representation of both employers and employees in a wide range of employment law matters, including discrimination, harassment, termination, non-compete and wage and hour and FLSA collective action cases. Representation of plaintiffs and defendants in commercial litigation matters, including DTPA, contract, loan and construction matters.

Since 1993, Adjunct Professor at South Texas College of Law teaching Employment Law and Consumer Protection/Deceptive Trade Practices Act Law, and Alternative Dispute Resolution (spring 2020).

Representative Cases Handled as Arbitrator – As panel chair or sole arbitrator have presided over more than 400 arbitration cases resulting in a written decision, including breach of contract, commercial disputes, workplace injury (non-subscriber), executive contract, contract, employee non-compete agreements, wrongful discharge, discrimination, harassment, FLSA collective actions, and securities disputes.

Alternative Dispute Resolution Experience – Mediator and sole arbitrator and panel chairman with American Arbitration Association Commercial Panel since 1994. Designated as Master Mediator by American Arbitration Association.

Member of the ADR roster of the American Health Lawyers Association.

Panel member and Chair qualified by FINRA.

Awarded designation “Advanced Practitioner Arbitrator – Labor and Employment Arbitration” – Association for Conflict Resolution.

Member, Chartered Institute of Arbitrators.

Credentialed Mediator, Texas Mediator Credentialing Association.

Alternative Dispute Resolution Training – Faculty, Webinar, Developing an ADR Plan to Resolve Employment Disputes, 2012. Faculty, Subpoenas in Arbitration, 2005.

Alternative Dispute Resolution Continuing Education:

Motion Practice Under AAA Rules – What You Need to Know, 2017; Developments in Arbitration Law: Testing the Boundaries of Court Intervention, 2017; AAA Roundtable Arbitrator Disclosures and Disqualifications, 2016; AAA eDiscovery: Arbitration in a Digital World (ACE012), 2016; Developments in Arbitration Law - Testing the Boundaries of Court Intervention, 2015; AAA Avoiding Ten Common Missteps Arbitrators Make (ACE010), 2015; AAA What We Have Here is a Failure to Communicate 2014; AAA Managing the Arbitration Process Following the Preliminary Hearing, 2014; AAA Webinar, Developments In Arbitration Law: Disclosure, Vacatur, Sanctions, and Arbitrator Authority, 2013; Faculty, AAA Webinar, Developing an ADR Plan to Resolve Employment Disputes, 2012; AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2012; AAA Webinar, Developing an ADR Plan to Resolve Employment Disputes, 2012; AAA Advanced Mediator Training, 2011; Texas CLE, Mediation, 2009; Texas CLE, Arbitration, 2009; University of Texas School of Law, Remedies in Commercial, Investment and Energy Arbitrations, 2007; A.A. White Dispute Resolution Institute, Commercial Arbitration (Domestic & International), 2007; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2007, 2003; Attended AAA Neutrals Conference, 2006, 2004, 2003; AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2005; AAA Practical Tips for Dealing with Delay Tactics of Parties and Advocates (ACE004), 2004; AAA Arbitrator Update 2004, 2003, 2001; AAA Arbitrator Ethics and Disclosure (ACE003), 2004; AAA Employment Arbitrator II Training: Advanced Case Management Issues, 2002; AAA Employment Arbitrator Training, 1999; AAA Panel Retreat, 1997; AAA Employment Arbitrator Training, 1997; A. A. White Dispute Resolution Institute, Mediation Training, 1996; AAA Commercial Arbitration Training, 1995.

Professional Licenses - Admitted to the Bar: Texas, 1986; U.S. District Court: Southern (1987), Eastern (1992); and Northern (1998) Districts of Texas; U. S. Court of Appeals, Fifth Circuit, 1988. Board Certified, Labor and Employment Law, Texas Board of Legal Specialization, 1993.

Professional Associations - State Bar of Texas; American Bar Association; Houston Bar Association. Chartered Institute of Arbitrators. Texas Mediator Credentialing Association.

Education - Rice University (BA-1982); South Texas College (JD-1986).

Arbitrator Compensation for SB1264 Matters – fixed fee of \$2,000.00

Mediator Compensation for SB1264 Matters – fixed fee of \$1,500.00